

INTERNET  
FORM NLRB-501  
(2-08)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER****DO NOT WRITE IN THIS SPACE**

Case

15-CA-170703

Date Filed

2/29/16

**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer

(1) Retzer, LLC, and/or (2) Retzer Resources, Inc. and/or (3) The Retzer Group Inc. and  
(4) McDonald's LLC, as joint or single employers

b. Tel. No. 870-535-2660

c. Cell No.

f. Fax No.

g. e-Mail

h. Number of workers employed  
35-50

d. Address (Street, city, state, and ZIP code)

(1) 107 S. Blake St., Pine Bluff, AR 71601  
(2) One McDonald's Plaza, Oak Brook, IL  
70523

e. Employer Representative

(b) (6), (b) (7)(C)  
(2) Gloria Santana, General Counseli. Type of Establishment (factory, mine, wholesaler, etc.)  
Restaurantj. Identify principal product or service  
Food Service

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8(a)(3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

See attachment.

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**  
Mid-South Workers Organizing  
Committee4a. Address (Street and number, city, state, and ZIP code)  
438 N. Skinker Rd.  
St. Louis, MO 63130

4b. Tel. No. (b) (6), (b) (7)(C)

4c. Cell No.

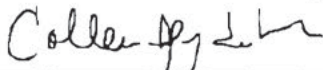
4d. Fax No.

4e. e-Mail

**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)**  
Mid-South Workers Organizing Committee**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By



Colleen A. Youngdahl, Attorney

(signature of representative or person making charge)

(Print type name and title or office, if any)

Tel. No. 501-374-2099

Office, if any, Cell No.  
617-780-5732

Fax No. 501-374-2098

e-Mail  
Colleen@TYattorney.com

300 S. Spring St. Suite 614, Little Rock, AR

Address 72204

2/29/2016

(date)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)****PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

ATTACHMENT

(1) On or around (b) (6), (b) (7)(C) 2016, the above-named Employer(s), through its officers, agents, and supervisors, suspended (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) union activity and/or protected concerted activity.

(2) On or around (b) (6), (b) (7)(C) 2016, the above-named Employer(s), through its officers, agents, and supervisors, threatened its employees with discipline for discussing the union and union organizing.

(3) On or around (b) (6), (b) (7)(C) 2015, and continuing to date, the above-named Employer(s) through its officers, agents, and supervisors, assigned its employee (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) more onerous and additional work tasks in relation for (b) (6), (b) (7)(C) union activity and/or protected concerted activity.

(4) On or around (b) (6), (b) (7)(C) 2016, the above-named Employer(s), through its officers, agents, and supervisors, issued written discipline to (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) union activity and/or protected concerted activity.



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 15  
600 S Maestri Pl Fl 7  
New Orleans, LA 70130-3414

Agency Website: [www.nlrb.gov](http://www.nlrb.gov)  
Telephone: (504)589-6361  
Fax: (504)589-4069



Download  
NLRB  
Mobile App

March 1, 2016

(b) (6), (b) (7)(C)

Retzer, LLC, and/or Retzer Resources, Inc., and/or The Retzer Group, Inc.  
107 S. Blake St  
Pine Bluff, AR 71601

Re: (1) Retzer, LLC, and/or (2) Retzer  
Resources, Inc., and/or (3) The Retzer  
Group Inc., and (4) McDonald's LLC, as  
joint or single employers  
Case 15-CA-170703

Dear (b) (6), (b) (7)(C):

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

**Investigator:** This charge is being investigated by Field Examiner KIRSTEN WALLS-PARKER whose telephone number is (501)324-6313. The mailing address is 425 W CAPITOL AVE STE 1615, LITTLE ROCK, AR 72201-3453. If this Board agent is not available, you may contact Resident Officer STACIA CAMPBELL whose telephone number is (501)324-6312.

**Right to Representation:** You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing Form NLRB-4701, Notice of Appearance. This form is available on our website, [www.nlrb.gov](http://www.nlrb.gov), or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

**Presentation of Your Evidence:** We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board agent. Sending us your written account of the facts and a statement of your position is not enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

In addition, either you or your representative must complete the enclosed Commerce Questionnaire to enable us to determine whether the NLRB has jurisdiction over this dispute. If you recently submitted this information in another case, or if you need assistance completing the form, please contact the Board agent.

We will not honor any request to place limitations on our use of position statements or evidence beyond those prescribed by the Freedom of Information Act and the Federal Records Act. Thus, we will not honor any claim of confidentiality except as provided by Exemption 4 of FOIA, 5 U.S.C. Sec. 552(b)(4), and any material you submit may be introduced as evidence at any hearing before an administrative law judge. We are also required by the Federal Records Act to keep copies of documents gathered in our investigation for some years after a case closes. Further, the Freedom of Information Act may require that we disclose such records in closed cases upon request, unless there is an applicable exemption. Examples of those exemptions are those that protect confidential financial information or personal privacy interests.

**Procedures:** We strongly urge everyone to submit all documents and other materials by E-Filing (not e-mailing) through our website, [www.nlr.gov](http://www.nlr.gov). However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, [www.nlr.gov](http://www.nlr.gov) or from an NLRB office upon your request. NLRB Form 4541 offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

(1) Retzer, LLC, and/or (2) Retzer  
Resources, Inc., and/or (3) The Retzer  
Group Inc. , and (4) McDonald's LLC, as  
joint or single employers  
Case 15-CA-170703

- 3 -

March 1, 2016

Very truly yours,

A handwritten signature in black ink that reads "M. Kathleen McKinney". The signature is written in a cursive style with a small star-like mark above the "n" in McKinney.

M. KATHLEEN MCKINNEY  
Regional Director

MKM/lbb

Enclosures:

1. Copy of Charge
2. Commerce Questionnaire

**QUESTIONNAIRE ON COMMERCE INFORMATION**

Please read carefully, answer all applicable items, and return to the NLRB Office. If additional space is required, please add a page and identify item number.

CASE NAME

CASE NUMBER

15-CA-170703

**1. EXACT LEGAL TITLE OF ENTITY (As filed with State and/or stated in legal documents forming entity)****2. TYPE OF ENTITY**☐ CORPORATION ☐ LLC ☐ LLP ☐ PARTNERSHIP ☐ SOLE PROPRIETORSHIP ☐ OTHER (Specify )**3. IF A CORPORATION or LLC**A. STATE OF INCORPORATION  
OR FORMATION

B. NAME, ADDRESS, AND RELATIONSHIP (e.g. parent, subsidiary) OF ALL RELATED ENTITIES

**4. IF AN LLC OR ANY TYPE OF PARTNERSHIP, FULL NAME AND ADDRESS OF ALL MEMBERS OR PARTNERS****5. IF A SOLE PROPRIETORSHIP, FULL NAME AND ADDRESS OF PROPRIETOR****6. BRIEFLY DESCRIBE THE NATURE OF YOUR OPERATIONS (Products handled or manufactured, or nature of services performed).****7. A. PRINCIPAL LOCATION:****B. BRANCH LOCATIONS:****8. NUMBER OF PEOPLE PRESENTLY EMPLOYED**

A. Total:

B. At the address involved in this matter:

**9. DURING THE MOST RECENT (Check appropriate box): ☐ CALENDAR YR ☐ 12 MONTHS or ☐ FISCAL YR (FY dates )**

YES NO

A. Did you **provide services** valued in excess of \$50,000 directly to customers outside your State? If no, indicate actual value.  
\$B. If you answered no to 9A, did you **provide services** valued in excess of \$50,000 to customers in your State who purchased goods valued in excess of \$50,000 from directly outside your State? If no, indicate the value of any such services you provided.  
\$C. If you answered no to 9A and 9B, did you **provide services** valued in excess of \$50,000 to public utilities, transit systems, newspapers, health care institutions, broadcasting stations, commercial buildings, educational institutions, or retail concerns? If less than \$50,000, indicate amount. \$D. Did you **sell goods** valued in excess of \$50,000 directly to customers located outside your State? If less than \$50,000, indicate amount. \$E. If you answered no to 9D, did you **sell goods** valued in excess of \$50,000 directly to customers located inside your State who purchased other goods valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount.  
\$F. Did you **purchase and receive goods** valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount. \$G. Did you **purchase and receive goods** valued in excess of \$50,000 from enterprises who received the goods directly from points outside your State? If less than \$50,000, indicate amount. \$H. **Gross Revenues** from all sales or performance of services (Check the largest amount)  
☐ \$100,000 ☐ \$250,000 ☐ \$500,000 ☐ \$1,000,000 or more If less than \$100,000, indicate amount.I. **Did you begin operations within the last 12 months?** If yes, specify date: \_\_\_\_\_**10. ARE YOU A MEMBER OF AN ASSOCIATION OR OTHER EMPLOYER GROUP THAT ENGAGES IN COLLECTIVE BARGAINING?**☐ YES ☐ NO (If yes, name and address of association or group).**11. REPRESENTATIVE BEST QUALIFIED TO GIVE FURTHER INFORMATION ABOUT YOUR OPERATIONS**

NAME

TITLE

E-MAIL ADDRESS

TEL. NUMBER

**12. AUTHORIZED REPRESENTATIVE COMPLETING THIS QUESTIONNAIRE**

NAME AND TITLE (Type or Print)

SIGNATURE

E-MAIL ADDRESS

DATE

**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing representation and/or unfair labor practice proceedings and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary. However, failure to supply the information may cause the NLRB to refuse to process any further a representation or unfair labor practice case, or may cause the NLRB to issue you a subpoena and seek enforcement of the subpoena in federal court.



**UNITED STATES OF AMERICA**  
**BEFORE THE NATIONAL LABOR RELATIONS BOARD**

**(1) RETZER, LLC, AND/OR (2) RETZER  
RESOURCES, INC., AND/OR (3) THE RETZER  
GROUP INC. , AND (4) MCDONALD'S LLC, AS  
JOINT OR SINGLE EMPLOYERS**

Charged Party

and

**MID-SOUTH WORKERS ORGANIZING  
COMMITTEE**

Charging Party

**Case 15-CA-170703**

**AFFIDAVIT OF SERVICE OF CHARGE AGAINST EMPLOYER**

I, the undersigned employee of the National Labor Relations Board, state under oath that on March 1, 2016, I served the above-entitled document(s) by post-paid regular mail upon the following persons, addressed to them at the following addresses:

**(b) (6), (b) (7)(C)**

Retzer, LLC, and/or Retzer Resources, Inc.,  
and/or The Retzer Group, Inc.  
One McDonald's Plaza  
Oak Brook, IL 80523

Gloria Santona, General Counsel  
One McDonald's Plaza  
Oak Brook, IL 70523

March 1, 2016

\_\_\_\_\_  
Date

Latasha B. Billings,  
Designated Agent of NLRB

\_\_\_\_\_  
Name

/s/

\_\_\_\_\_  
Signature



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 15  
600 S Maestri Pl Fl 7  
New Orleans, LA 70130-3414

Agency Website: [www.nlrb.gov](http://www.nlrb.gov)  
Telephone: (504)589-6361  
Fax: (504)589-4069



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March 1, 2016

Mid-South Workers Organizing Committee  
438 N Skinker Rd.  
St. Louis, MO 63130

Re: (1) Retzer, LLC, and/or (2) Retzer  
Resources, Inc., and/or (3) The Retzer  
Group Inc., and (4) McDonald's LLC, as  
joint or single employers  
Case 15-CA-170703

Dear Sir or Madam:

The charge that you filed in this case on February 29, 2016 has been docketed as case number 15-CA-170703. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

**Investigator:** This charge is being investigated by Field Examiner KIRSTEN WALLS-PARKER whose telephone number is (501)324-6313. The mailing address is 425 W CAPITOL AVE STE 1615, LITTLE ROCK, AR 72201-3453. If this Board agent is not available, you may contact Resident Officer STACIA CAMPBELL whose telephone number is (501)324-6312.

**Right to Representation:** You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, [www.nlrb.gov](http://www.nlrb.gov), or at the Regional office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

**Presentation of Your Evidence:** As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you



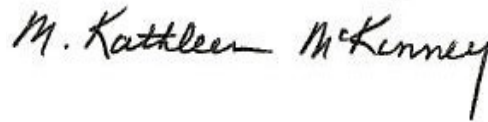
fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

**Procedures:** We strongly urge everyone to submit all documents and other materials by E-Filing (not e-mailing) through our website [www.nlr.gov](http://www.nlr.gov). However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website [www.nlr.gov](http://www.nlr.gov) or from the Regional Office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

A handwritten signature in black ink that reads "M. Kathleen McKinney". The signature is written in a cursive, flowing style. There is a small asterisk mark above the "n" in "McKinney".

M. KATHLEEN MCKINNEY  
Regional Director

MKM/lbb

cc: Colleen A. Youngdahl, ESQ., Attorney  
Tinsley & Youngdahl, PLLC  
300 South Spring Street  
Suite 614  
Little Rock, AR 72201

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**From:** Rau, Jacqueline N.  
**Sent:** Wednesday, March 2, 2016 4:48 PM  
**To:** Walls-Parker, Kirsten  
**Subject:** FW: Draft McDonald's Charge

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**From:** Colleen Youngdahl [mailto:colleen@tyattorney.com]  
**Sent:** Thursday, February 25, 2016 2:41 PM  
**To:** Rau, Jacqueline N. <Jacqueline.Rau@nlrb.gov>  
**Subject:** Re: Draft McDonald's Charge

Great, thank you very much for getting back to me so quickly. I will file this soon and wait to hear re times to bring (b) (6), (b) (7)(C) in for (b) (6), (b) (7)(C) affidavit.

Thank you,

Colleen A. Youngdahl

**Tinsley & Youngdahl, PLLC**

[300 S Spring Street, Suite 614](#)

[Little Rock, AR 72201](#)

Office: [\(501\) 374-2099](#)

Facsimile: [\(501\) 374-2098](#)

[www.TYattorney.com](http://www.TYattorney.com)

On Feb 25, 2016, at 1:24 PM, Rau, Jacqueline N. <[Jacqueline.Rau@nlrb.gov](mailto:Jacqueline.Rau@nlrb.gov)> wrote:

Hi Colleen:

I would recommend drafting the charge as follows:

(1) On or around (b) (6), (b) (7)(C) 2016, the above-named Employer(s), through its officers, agents, and supervisors, suspended (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) union activity and/or protected concerted activity.

(2) On or around (b) (6), (b) (7)(C) 2016, the above-named Employer(s), through its officers, agents, and supervisors, threatened its employees with discipline for discussing the union and union organizing. *(If this allegation refers to the (b) (6), (b) (7)(C) 2016 statements made by the (b) (6), (b) (7)(C). If there is another threat made in (b) (6), (b) (7)(C)-you can keep it as it, but I would also add this (b) (6), (b) (7)(C) statement).*

(3) On or around (b) (6), (b) (7)(C) 2016, and continuing to date, the above-named Employer(s) through its officers, agents, and supervisors, assigned its employee (b) (6), (b) (7)(C) more onerous and additional work tasks in relation for (b) (6), union activity and/or protected concerted activity.

(4) On or around (b) (6), (b) (7)(C) 2016, [Do you know what date? If so, I would insert it.]the above-named Employer(s), through its officers, agents, and supervisors, issued written discipline to (b) (6), (b) (7)(C) in retaliation for (b) (6), union activity and/or protected concerted activity.

If you would like to discuss the charge any further, please feel free to give me a call at 501-324-6314.

Thanks,

Jacqueline

**From:** Colleen Youngdahl [<mailto:colleen@tyattorney.com>]

**Sent:** Thursday, February 25, 2016 12:59 PM

**To:** Rau, Jacqueline N. <[Jacqueline.Rau@nlrb.gov](mailto:Jacqueline.Rau@nlrb.gov)>

**Subject:** Draft McDonald's Charge

Hi Jacqueline:

I hope you're doing well. I need to file a charge for a worker I represent related to the Fight for 15 movement. The charge is against a (b) (6), (b) (7)(C) McDonald's franchise. There are several allegations. Before officially filing the charge, would you be able to review my draft charge and summary of what the worker has communicated to me and suggest any necessary edits to allegations contained in the charge?

I am attaching the draft charge and the summary. If you have any questions or need to speak with me please reply to this email or call me on my cell phone (617-780-5732). Thank you for your help.

--

Thank You,

Colleen A. Youngdahl

Office: (501) 374-2099

Facsimile: (501) 374-2098

CONFIDENTIALITY NOTICE

This e-mail and any files transmitted with it is confidential and is intended solely for the use of the individual or entity to whom they are addressed. This communication may contain material protected by the Attorney-Client privilege. If you are not the intended recipient or the person responsible for delivering

the e-mail to the intended recipient, be advised that you have received this e-mail in error and that any use, dissemination, forwarding, printing, or copying of this e-mail is strictly prohibited. If you have received this e-mail in error, please immediately return this e-mail to the sender.

**Please Review the Following**  
**Important Information**  
**Before Filling Out a Charge Form!**

- Please call an Information Officer in the Regional Office nearest you for assistance in filing a charge. The Information Officer will be happy to answer your questions about the charge form or to draft the charge on your behalf. Seeking assistance from an Information Officer may help you to avoid having the processing of your charge delayed or your charge dismissed because of mistakes made in completing the form.
- Please be advised that not every workplace action that you may view as unfair constitutes an unfair labor practice within the jurisdiction of the National Labor Relations Act (NLRA). Please click on the Help Desk button for more information on matters covered by the NLRA.
- The section of the charge form called, "Basis of Charge," seeks only a brief description of the alleged unfair labor practice. You should **NOT** include a detailed recounting of the evidence in support of the charge or a list of the names and telephone numbers of witnesses.
- After completing the charge form, be sure to sign and date the charge and mail or deliver the completed form to the appropriate Regional Office.
- A charge should be filed with the Regional Office which has jurisdiction over the geographic area of the United States where the unfair labor practice occurred. For example, an unfair labor practice charge alleging that an employer unlawfully discharged an employee would usually be filed with the Regional Office having jurisdiction over the worksite where the employee was employed prior to his/her discharge. An Information Officer will be pleased to assist you in locating the appropriate Regional Office in which to file your charge.
- The NLRB's Rules and Regulations state that it is the responsibility of the individual, employer or union filing a charge to timely and properly serve a copy of the charge on the person, employer or union against whom such charge is made.
- By statute, only charges filed and served within **six (6) months** of the date of the event or conduct, which is the subject of that charge, will be processed by the NLRB.

INTERNET  
FORM NLRB-501  
(2-08)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER****DO NOT WRITE IN THIS SPACE**

Case

Date Filed

**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

|  |  |  |
|--|--|--|
| a. Name of Employer<br>(1) Retzer, LLC, and/or (2) Retzer Resources, Inc., and/or (3) The Retzer Group Inc., and<br>(4) McDonald's LLC, as joint or single employers   |  | b. Tel. No. 870-535-2660               |
|  |  | c. Cell No.                            |
|  |  | f. Fax No.                             |
| d. Address (Street, city, state, and ZIP code)<br>(1) 107 S. Blake St., Pine Bluff, AR 71601<br>(2) One McDonald's Plaza, Oak Brook, IL 70523  | e. Employer Representative<br>(1) (b) (6), (b) (7)(C)<br>(2) Gloria Santona, General Counsel | g. e-Mail                              |
|  |  | h. Number of workers employed<br>35-50 |
| i. Type of Establishment (factory, mine, wholesaler, etc.)<br>Restaurant   | j. Identify principal product or service<br>Food Service                                     |  |
| k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8(a)(3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. |  |  |

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

On or around (b) (6), (b) (7)(C) 2016, the Employer(s), through its officers, agents, and supervisors, suspended (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) union activity/protected concerted activity.

On or around (b) (6), (b) (7)(C) 2015, the above named Employer(s), through its officers, agents, and supervisors, threatened employee(s) with termination for discussing the union and union organizing.

On or around (b) (6), (b) (7)(C) 2016, the above named Employer(s), through its officers, agents, and supervisors, assigned employee(s) more onerous tasks in retaliation for (b) (6), (b) (7)(C) union activity/protected concerted activity.

On or around (b) (6), (b) (7)(C) 2016 the above named Employer(s), through its officers, agents, and supervisors, unlawfully interfered with, restrained, and coerced employee(s) in (b) (6), (b) (7)(C) exercise of (b) (6), (b) (7)(C) rights under the Act by discriminatorily disciplining (b) (6), (b) (7)(C)

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

Mid-South Workers Organizing Committee

**4a. Address (Street and number, city, state, and ZIP code)**438 N. Skinker Rd.  
St. Louis, MO 63130

4b. Tel. No. (b) (6), (b) (7)(C)

4c. Cell No.

4d. Fax No.

4e. e-Mail

**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)**

Mid-South Workers Organizing Committee

**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By \_\_\_\_\_  
(signature of representative or person making charge)

Colleen A. Youngdahl, Attorney

(Print/type name and title or office, if any)

Tel. No. 501-374-2099

Office, if any, Cell No.  
617-780-5732

Fax No. 501-374-2098

e-Mail  
Colleen@TYattorney.com

Address \_\_\_\_\_ (date)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)****PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



---

**From:** Rau, Jacqueline N.  
**Sent:** Wednesday, March 2, 2016 4:48 PM  
**To:** Walls-Parker, Kirsten  
**Subject:** FW: Draft McDonald's Charge  
**Attachments:** 02252016 Draft Charge re (b) (6), (b) (7)(C).pdf; 02252016 Rough Summary RE (b) (6), (b) (7)(C).docx

**From:** Colleen Youngdahl [mailto:colleen@tyattorney.com]  
**Sent:** Thursday, February 25, 2016 12:59 PM  
**To:** Rau, Jacqueline N. <Jacqueline.Rau@nlrb.gov>  
**Subject:** Draft McDonald's Charge

Hi Jacqueline:

I hope you're doing well. I need to file a charge for a worker I represent related to the Fight for 15 movement. The charge is against a (b) (6), (b) (7)(C) McDonald's franchise. There are several allegations. Before officially filing the charge, would you be able to review my draft charge and summary of what the worker has communicated to me and suggest any necessary edits to allegations contained in the charge?

I am attaching the draft charge and the summary. If you have any questions or need to speak with me please reply to this email or call me on my cell phone (617-780-5732). Thank you for your help.

--

Thank You,

Colleen A. Youngdahl

Office: (501) 374-2099

Facsimile: (501) 374-2098

CONFIDENTIALITY NOTICE

This e-mail and any files transmitted with it is confidential and is intended solely for the use of the individual or entity to whom they are addressed. This communication may contain material protected by the Attorney-Client privilege. If you are not the intended recipient or the person responsible for delivering the e-mail to the intended recipient, be advised that you have received this e-mail in error and that any use, dissemination, forwarding, printing, or copying of this e-mail is strictly prohibited. If you have received this e-mail in error, please immediately return this e-mail to the sender.

**Please Review the Following**  
**Important Information**  
**Before Filling Out a Charge Form!**

- Please call an Information Officer in the Regional Office nearest you for assistance in filing a charge. The Information Officer will be happy to answer your questions about the charge form or to draft the charge on your behalf. Seeking assistance from an Information Officer may help you to avoid having the processing of your charge delayed or your charge dismissed because of mistakes made in completing the form.
- Please be advised that not every workplace action that you may view as unfair constitutes an unfair labor practice within the jurisdiction of the National Labor Relations Act (NLRA). Please click on the Help Desk button for more information on matters covered by the NLRA.
- The section of the charge form called, "Basis of Charge," seeks only a brief description of the alleged unfair labor practice. You should **NOT** include a detailed recounting of the evidence in support of the charge or a list of the names and telephone numbers of witnesses.
- After completing the charge form, be sure to sign and date the charge and mail or deliver the completed form to the appropriate Regional Office.
- A charge should be filed with the Regional Office which has jurisdiction over the geographic area of the United States where the unfair labor practice occurred. For example, an unfair labor practice charge alleging that an employer unlawfully discharged an employee would usually be filed with the Regional Office having jurisdiction over the worksite where the employee was employed prior to his/her discharge. An Information Officer will be pleased to assist you in locating the appropriate Regional Office in which to file your charge.
- The NLRB's Rules and Regulations state that it is the responsibility of the individual, employer or union filing a charge to timely and properly serve a copy of the charge on the person, employer or union against whom such charge is made.
- By statute, only charges filed and served within **six (6) months** of the date of the event or conduct, which is the subject of that charge, will be processed by the NLRB.

INTERNET  
FORM NLRB-501  
(2-08)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER****DO NOT WRITE IN THIS SPACE**

Case

Date Filed

**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

|  |  |  |
|--|--|--|
| a. Name of Employer<br>(1) Retzer, LLC, and/or (2) Retzer Resources, Inc., and/or (3) The Retzer Group Inc., and<br>(4) McDonald's LLC, as joint or single employers   |  | b. Tel. No. 870-535-2660               |
|  |  | c. Cell No.                            |
|  |  | f. Fax No.                             |
| d. Address (Street, city, state, and ZIP code)<br>(1) 107 S. Blake St., Pine Bluff, AR 71601<br>(2) One McDonald's Plaza, Oak Brook, IL 70523  | e. Employer Representative<br>(1) (b) (6), (b) (7)(C)<br>(2) Gloria Santona, General Counsel | g. e-Mail                              |
|  |  | h. Number of workers employed<br>35-50 |
| i. Type of Establishment (factory, mine, wholesaler, etc.)<br>Restaurant   | j. Identify principal product or service<br>Food Service                                     |  |
| k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8(a)(3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. |  |  |

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

On or around (b) (6), (b) (7)(C) 2016, the Employer(s), through its officers, agents, and supervisors, suspended (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) union activity/protected concerted activity.

On or around (b) (6), (b) (7)(C) 2015, the above named Employer(s), through its officers, agents, and supervisors, threatened employee(s) with termination for discussing the union and union organizing.

On or around (b) (6), (b) (7)(C) 2016, the above named Employer(s), through its officers, agents, and supervisors, assigned employee(s) more onerous tasks in retaliation for (b) (6), (b) (7)(C) union activity/protected concerted activity.

On or around (b) (6), (b) (7)(C) 2016 the above named Employer(s), through its officers, agents, and supervisors, unlawfully interfered with, restrained, and coerced employee(s) in (b) (6), (b) (7)(C) exercise of (b) (6), (b) (7)(C) rights under the Act by discriminatorily disciplining (b) (6), (b) (7)(C).

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

Mid-South Workers Organizing Committee

**4a. Address (Street and number, city, state, and ZIP code)**438 N. Skinker Rd.  
St. Louis, MO 63130

4b. Tel. No. (b) (6), (b) (7)(C)

4c. Cell No.

4d. Fax No.

4e. e-Mail

**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)**

Mid-South Workers Organizing Committee

**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By \_\_\_\_\_  
(signature of representative or person making charge)

Colleen A. Youngdahl, Attorney

(Print/type name and title or office, if any)

Tel. No. 501-374-2099

Office, if any, Cell No.  
617-780-5732

Fax No. 501-374-2098

e-Mail  
Colleen@TYattorney.com

Address \_\_\_\_\_ (date)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)****PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

**Rough Summary RE: (b) (6), (b) (7)(C)**

February 25, 2016

(b) (6), (b) (7)(C) has participated in at least two strikes, and been on television discussing the Fight For 15 movement. (b) (6), (b) (7)(C) managers have mentioned (b) (6), (b) (7)(C) interview on television to (b) (6), (b) (7)(C).

- On or around (b) (6), (b) (7)(C) 2016 a coworker named (b) (6), (b) (7)(C) ate a chicken nugget. (b) (6), (b) (7)(C) (unknown spelling) found out that (b) (6), (b) (7)(C) ate a chicken nugget. (b) (6), (b) (7)(C) offered to pay for the chicken nugget. This caused (b) (6), (b) (7)(C) to threaten (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) with a one week suspension. While discussing the suspension with (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) brought up the Fight for 15 movement. (b) (6), (b) (7)(C) said, "I don't even make \$15 an hour. You want to protest? You want to stand up for others? Then you get the same punishment." (b) (6), (b) (7)(C) was subsequently suspended for (b) (6), (b) (7)(C). Normally, (b) (6), (b) (7)(C) works approximately (b) (6), (b) (7)(C) hours per week.
- (b) (6), (b) (7)(C) came in the next day to ask for a copy of (b) (6), (b) (7)(C) write-up. (b) (6), (b) (7)(C) was denied a copy of (b) (6), (b) (7)(C) write-up, but was forced to sign it.
- Since becoming involved in the Fight For 15 movement (b) (6), (b) (7)(C) has been assigned more onerous tasks and tasks that are not typically (b) (6), (b) (7)(C) responsibility. (b) (6), (b) (7)(C) has been told to clean the (b) (6), (b) (7)(C), when it is the responsibility of another shift. (b) (6), (b) (7)(C) has been made to clean the grills and grease more often since becoming involved in the Fight For 15 movement.
- (b) (6), (b) (7)(C) was written up for not wearing black shoes. In the handbook there is a preference for black shoes but not a requirement. Other employees at the store do not wear black shoes and have not been written up.
- (b) (6), (b) (7)(C) has been threatened with termination due to (b) (6), (b) (7)(C) involvement in the Fight for 15 movement.
- (b) (6), (b) (7)(C) believes other employees in the store have been told not to join the Fight for 15 movement or speak to him due to his involvement.

Potential witnesses: Anyone at the store on (b) (6), (b) (7)(C) 2016; (b) (6), (b) (7)(C) and, (b) (6), (b) (7)(C)



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 15  
600 S Maestri Pl Fl 7  
New Orleans, LA 70130-3414

Agency Website: [www.nlrb.gov](http://www.nlrb.gov)  
Telephone: (504)589-6361  
Fax: (504)589-4069



Download  
NLRB  
Mobile App

March 3, 2016

(b) (6), (b) (7)(C)

Retzer, LLC, and/or Retzer Resources, Inc., and/or The Retzer Group, Inc.  
107 S Blake St  
Pine Bluff, AR 71601-3537

Gloria Santona, General Counsel  
McDonald's LLC, as joint or single employers  
One McDonald's Plaza  
Oak Brook, IL 60523

Re: (1) Retzer, LLC, and/or (2) Retzer  
Resources, Inc., and/or (3) The Retzer  
Group Inc. , and (4) McDonald's LLC, as  
joint or single employers  
Case 15-CA-170703

Dear (b) (6), (b) (7)(C) Ms. Santona:

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

**Investigator:** This charge is being investigated by Field Examiner KIRSTEN WALLS-PARKER whose telephone number is (501)324-6313. The mailing address is 425 W CAPITOL AVE STE 1615, LITTLE ROCK, AR 72201-3453. If this Board agent is not available, you may contact Resident Officer STACIA CAMPBELL whose telephone number is (501)324-6312.

**Right to Representation:** You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing Form NLRB-4701, Notice of Appearance. This form is available on our website, [www.nlrb.gov](http://www.nlrb.gov), or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

**Presentation of Your Evidence:** We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board agent. Sending us your written account of the facts and a statement of your position is not enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

In addition, either you or your representative must complete the enclosed Commerce Questionnaire to enable us to determine whether the NLRB has jurisdiction over this dispute. If you recently submitted this information in another case, or if you need assistance completing the form, please contact the Board agent.

We will not honor any request to place limitations on our use of position statements or evidence beyond those prescribed by the Freedom of Information Act and the Federal Records Act. Thus, we will not honor any claim of confidentiality except as provided by Exemption 4 of FOIA, 5 U.S.C. Sec. 552(b)(4), and any material you submit may be introduced as evidence at any hearing before an administrative law judge. We are also required by the Federal Records Act to keep copies of documents gathered in our investigation for some years after a case closes. Further, the Freedom of Information Act may require that we disclose such records in closed cases upon request, unless there is an applicable exemption. Examples of those exemptions are those that protect confidential financial information or personal privacy interests.

**Procedures:** We strongly urge everyone to submit all documents and other materials by E-Filing (not e-mailing) through our website, [www.nlr.gov](http://www.nlr.gov). However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, [www.nlr.gov](http://www.nlr.gov) or from an NLRB office upon your request. NLRB Form 4541 offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

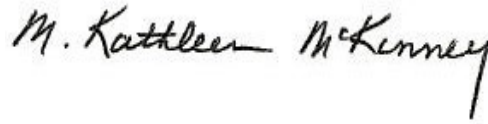


(1) Retzer, LLC, and/or (2) Retzer  
Resources, Inc., and/or (3) The Retzer  
Group Inc. , and (4) McDonald's LLC, as  
joint or single employers  
Case 15-CA-170703

- 3 -

March 3, 2016

Very truly yours,

A handwritten signature in black ink that reads "M. Kathleen McKinney". The signature is written in a cursive, flowing style.

M. KATHLEEN MCKINNEY  
Regional Director

MKM/lbb

Enclosures:

1. Copy of Charge
2. Commerce Questionnaire

cc: Doreen S. Davis, Esq.  
Jones Day  
222 E 41st St  
New York, NY 10017-6702

Michael Ferrell, Esq.  
Jones Day  
77 W Wacker Dr Ste 3500  
Chicago, IL 60601-1701

Elizabeth Winiarski, Attorney  
Jones Day  
77 W Wacker Dr Ste 3500  
Chicago, IL 60601-1701

Revised 3/21/2011

## NATIONAL LABOR RELATIONS BOARD

**QUESTIONNAIRE ON COMMERCE INFORMATION**

Please read carefully, answer all applicable items, and return to the NLRB Office. If additional space is required, please add a page and identify item number.

CASE NAME

CASE NUMBER

15-CA-170703

**1. EXACT LEGAL TITLE OF ENTITY (As filed with State and/or stated in legal documents forming entity)****2. TYPE OF ENTITY**☐ CORPORATION ☐ LLC ☐ LLP ☐ PARTNERSHIP ☐ SOLE PROPRIETORSHIP ☐ OTHER (Specify )**3. IF A CORPORATION or LLC**A. STATE OF INCORPORATION  
OR FORMATION

B. NAME, ADDRESS, AND RELATIONSHIP (e.g. parent, subsidiary) OF ALL RELATED ENTITIES

**4. IF AN LLC OR ANY TYPE OF PARTNERSHIP, FULL NAME AND ADDRESS OF ALL MEMBERS OR PARTNERS****5. IF A SOLE PROPRIETORSHIP, FULL NAME AND ADDRESS OF PROPRIETOR****6. BRIEFLY DESCRIBE THE NATURE OF YOUR OPERATIONS (Products handled or manufactured, or nature of services performed).****7. A. PRINCIPAL LOCATION:****B. BRANCH LOCATIONS:****8. NUMBER OF PEOPLE PRESENTLY EMPLOYED**

A. Total:

B. At the address involved in this matter:

**9. DURING THE MOST RECENT (Check appropriate box): ☐ CALENDAR YR ☐ 12 MONTHS or ☐ FISCAL YR (FY dates )**

YES NO

A. Did you **provide services** valued in excess of \$50,000 directly to customers outside your State? If no, indicate actual value.  
\$B. If you answered no to 9A, did you **provide services** valued in excess of \$50,000 to customers in your State who purchased goods valued in excess of \$50,000 from directly outside your State? If no, indicate the value of any such services you provided.  
\$C. If you answered no to 9A and 9B, did you **provide services** valued in excess of \$50,000 to public utilities, transit systems, newspapers, health care institutions, broadcasting stations, commercial buildings, educational institutions, or retail concerns? If less than \$50,000, indicate amount. \$D. Did you **sell goods** valued in excess of \$50,000 directly to customers located outside your State? If less than \$50,000, indicate amount. \$E. If you answered no to 9D, did you **sell goods** valued in excess of \$50,000 directly to customers located inside your State who purchased other goods valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount.  
\$F. Did you **purchase and receive goods** valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount. \$G. Did you **purchase and receive goods** valued in excess of \$50,000 from enterprises who received the goods directly from points outside your State? If less than \$50,000, indicate amount. \$H. **Gross Revenues** from all sales or performance of services (Check the largest amount)  
☐ \$100,000 ☐ \$250,000 ☐ \$500,000 ☐ \$1,000,000 or more If less than \$100,000, indicate amount.I. **Did you begin operations within the last 12 months?** If yes, specify date: \_\_\_\_\_**10. ARE YOU A MEMBER OF AN ASSOCIATION OR OTHER EMPLOYER GROUP THAT ENGAGES IN COLLECTIVE BARGAINING?**☐ YES ☐ NO (If yes, name and address of association or group).**11. REPRESENTATIVE BEST QUALIFIED TO GIVE FURTHER INFORMATION ABOUT YOUR OPERATIONS**

NAME

TITLE

E-MAIL ADDRESS

TEL. NUMBER

**12. AUTHORIZED REPRESENTATIVE COMPLETING THIS QUESTIONNAIRE**

NAME AND TITLE (Type or Print)

SIGNATURE

E-MAIL ADDRESS

DATE

**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing representation and/or unfair labor practice proceedings and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary. However, failure to supply the information may cause the NLRB to refuse to process any further a representation or unfair labor practice case, or may cause the NLRB to issue you a subpoena and seek enforcement of the subpoena in federal court.

**UNITED STATES OF AMERICA**  
**BEFORE THE NATIONAL LABOR RELATIONS BOARD**

**(1) RETZER, LLC, AND/OR (2) RETZER  
RESOURCES, INC., AND/OR (3) THE RETZER  
GROUP INC. , AND (4) MCDONALD'S LLC, AS  
JOINT OR SINGLE EMPLOYERS**

Charged Party

and

**MID-SOUTH WORKERS ORGANIZING  
COMMITTEE**

Charging Party

**Case 15-CA-170703**

**AFFIDAVIT OF SERVICE OF CHARGE AGAINST EMPLOYER**

I, the undersigned employee of the National Labor Relations Board, state under oath that on March 3, 2016, I served the above-entitled document(s) by post-paid regular mail upon the following persons, addressed to them at the following addresses:

**(b) (6), (b) (7)(C)**

Retzer, LLC, and/or Retzer Resources, Inc.,  
and/or The Retzer Group, Inc.  
107 S Blake St  
Pine Bluff, AR 71601-3537

Doreen S. Davis, Esq.  
Jones Day  
222 E 41st St  
New York, NY 10017-6702

Gloria Santona, General Counsel  
McDonald's LLC, as joint or single employers  
One McDonald's Plaza  
Oak Brook, IL 60523

Michael Ferrell, Esq.  
Jones Day  
77 W Wacker Dr Ste 3500  
Chicago, IL 60601-1701

Elizabeth Winiarski, ESQ., Attorney  
Jones Day  
77 W Wacker Dr Ste 3500  
Chicago, IL 60601-1701

March 3, 2016

\_\_\_\_\_  
Date

Latasha B. Billings,  
Designated Agent of NLRB

\_\_\_\_\_  
Name

/s/ Latasha B. Billings

\_\_\_\_\_  
Signature

---

**From:** Colleen Youngdahl <colleen@tyattorney.com>  
**Sent:** Thursday, March 31, 2016 7:05 PM  
**To:** Walls-Parker, Kirsten  
**Subject:** (b) (6), (b) (7)(C) April 4th

(b) (6) now has a daytime job in addition to (b) (6) night job and cannot be there on Monday. If/when (b) (6) decides to reschedule I will be in touch.

Thank you,

Colleen A. Youngdahl

**Tinsley & Youngdahl, PLLC**

[300 S Spring Street, Suite 614](#)

[Little Rock, AR 72201](#)

Office: [\(501\) 374-2099](#)

Facsimile: [\(501\) 374-2098](#)

[www.TYattorney.com](http://www.TYattorney.com)

---

**From:** Walls-Parker, Kirsten  
**Sent:** Friday, April 1, 2016 10:46 AM  
**To:** 'Colleen Youngdahl'  
**Cc:** Campbell, Stacia  
**Subject:** RE: (b) (6), (b) (7)(C) April 4th

| Tracking: | Recipient           | Delivery                     |
|-----------|---------------------|------------------------------|
|           | 'Colleen Youngdahl' |                              |
|           | Campbell, Stacia    | Delivered: 4/1/2016 10:45 AM |

Colleen,

I have taken you off the schedule. Please keep in mind that if you wish to refile the charge, it has to be filed within six months of the incident occurring.

I look forward to hearing from you.

Regards,  
Kirsten

**Kirsten Walls-Parker**  
Board Agent  
National Labor Relations Board  
Sub-Region 26-Little Rock  
425 West Capitol Avenue, Suite 1615  
(501) 324-6313  
(501) 324-5009 Fax  
[kirsten.walls@nrlrb.gov](mailto:kirsten.walls@nrlrb.gov)



---

**From:** Colleen Youngdahl [mailto:colleen@tyattorney.com]  
**Sent:** Thursday, March 31, 2016 6:05 PM  
**To:** Walls-Parker, Kirsten <Kirsten.Walls@nrlrb.gov>  
**Subject:** (b) (6), (b) (7)(C) April 4th

(b) (6) now has a daytime job in addition to (b) (6) night job and cannot be there on Monday. If/when (b) (6) decides to reschedule I will be in touch.

Thank you,

Colleen A. Youngdahl

**Tinsley & Youngdahl, PLLC**

[300 S Spring Street, Suite 614](#)

[Little Rock, AR 72201](#)

Office: [\(501\) 374-2099](#)

Facsimile: [\(501\) 374-2098](#)

[www.TYattorney.com](#)



Case Name: (1) Retzer, LLC, and/or (2) Retzer Resources, Inc., and/or (3) The Retzer Group Inc. , and (4) McDonald's LLC, as joint or single employers  
Case No.: 15-CA-170703  
Agent: FX Walls-Parker

## CASEHANDLING LOG

[illegible]



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 15  
600 S Maestri Pl Fl 7  
New Orleans, LA 70130-3414

Agency Website: [www.nlrb.gov](http://www.nlrb.gov)  
Telephone: (504)589-6361  
Fax: (504)589-4069

March 14, 2016

SPENCER F. ROBINSON, ESQ.  
RAMSAY, BRIDGFORTH  
ROBINSON AND RALEY LLP  
PO BOX 8509  
501 MAIN ST  
PINE BLUFF, AR 71611-8509

DOREEN S. DAVIS, ESQ.  
JONES DAY  
222 E 41ST ST  
NEW YORK, NY 10017-6702

MICHAEL FERRELL, ESQ.  
JONES DAY  
77 W WACKER DR STE 3500  
CHICAGO, IL 60601-1701

ELIZABETH WINIARSKI, ESQ.  
JONES DAY  
77 W WACKER DR STE 3500  
CHICAGO, IL 60601-1701

Re: (1) Retzer, LLC, and/or (2) Retzer  
Resources, Inc., and/or (3) The Retzer  
Group Inc. , and (4) McDonald's LLC, as  
joint or single employers  
Case 15-CA-170703

Dear Mr. ROBINSON, Ms. DAVIS, Mr. FERRELL, and Ms. WINIARSKI:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

M. KATHLEEN McKINNEY  
Regional Director

(See page next page for additional parties.)

(1) Retzer, LLC, and/or (2) Retzer  
Resources, Inc., and/or (3) The Retzer  
Group Inc. , and (4) McDonald's LLC, as  
joint or single employers  
Case 15-CA-170703

- 2 -

March 14, 2016

cc:

**(b) (6), (b) (7)(C)**  
RETZER, LLC, AND/OR RETZER  
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